

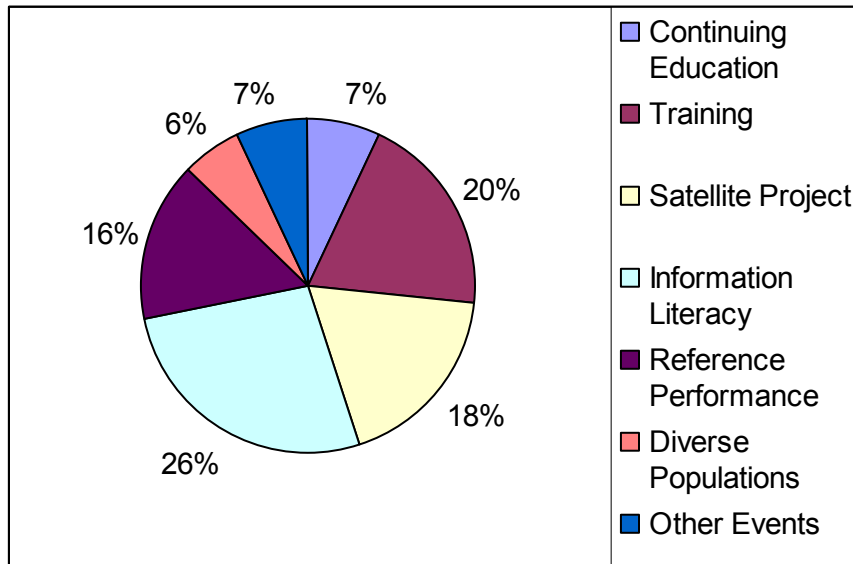
## Training and Continuing Education

Projects supporting training and continuing education have provided opportunities for persons to increase the skills and knowledge in the areas of information technology, leadership and management, and providing information services (see Table 20 and Figure 9). A small portion of funds (7%) have been used to provide over 150 continuing education grants to individuals. A fifth of the funds (20%) have been used to support consultants leading a wide variety of training events. Another fifth (18%) have been used to support the Satellite project that enabled training via distance education to be delivered throughout the state, including many remote areas. A fourth of the funds (26%) have been used to support the Information Literacy project, a statewide effort involving public and school libraries. The remaining funds (29%) have been used to support a number of specific training programs such as Reference Performance or Serving Culturally Diverse Populations.

**Table 20: LSTA Funds Allocation for Training and Continuing Education, 1998-2001**

	1998	1999	2000	2001	Total
<b>Continuing Education Grants</b>	\$2,026	\$27,024	\$30,000	\$40,000	\$99,050
<b>Training</b>	\$38,068	\$76,525	\$70,075	\$81,855	\$266,523
<b>Satellite Project</b>		\$250,000			\$250,000
<b>Electronic Reference Workshops</b>			\$16,390		\$16,390
<b>K-12 Summit</b>			\$11,050		\$11,050
<b>Information Literacy</b>			\$56,000	\$306,000	\$362,000
<b>Reference Performance Training</b>			\$150,000	\$63,400	\$213,400
<b>Serving Culturally Diverse Populations</b>			\$10,000	\$70,000	\$80,000
<b>Small or Rural Summer Technology Institute</b>				\$20,000	\$20,000
<b>K-20 Project</b>				\$45,425	\$45,425
<b>Total</b>	\$40,094	\$353,549	\$343,515	\$626,680	\$1,363,838

**Figure 9: Training and Continuing Education, 1998-2001 - \$1,363,838**



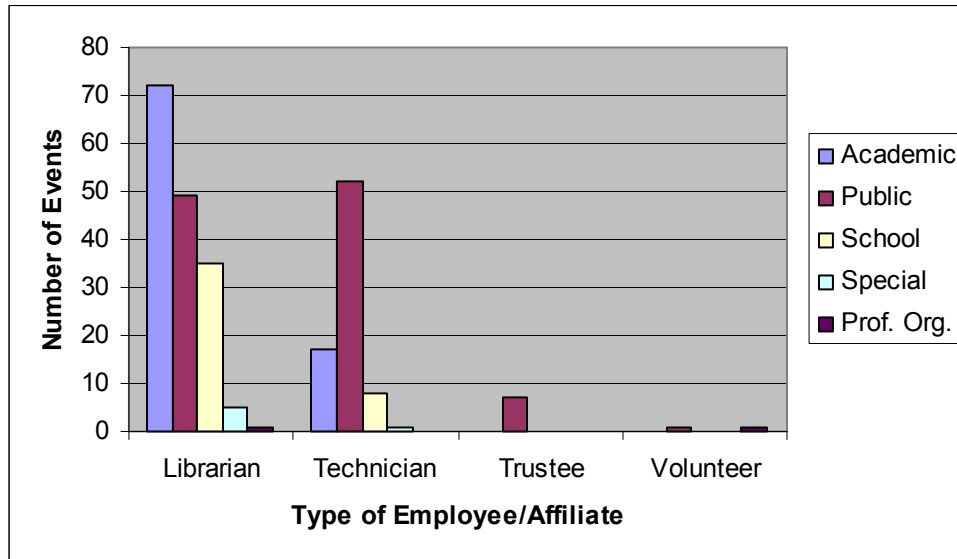
### Continuing Education Grants

From 1998 to 2001, LSTA funds were used to support 249 small grants (usually between \$200 and \$500) that enabled individuals to take advantage of an educational opportunity. Individuals could enroll in a class offered by an educational agency, attend a workshop, or participate in a conference. This grant program attracted applications from both professionals and technicians working in academic, public, and school libraries (see Table 21 and Figure 10). Seven library trustee and two library volunteers were also recipients of a continuing education grant.

**Table 21: Continuing Education Grants by Staff and Library Type, 1998-2001**

	Academic	Public	School	Special	Prof. Org.	Total
<b>Librarian</b>	72	49	35	5	1	<b>162</b>
<b>Technician</b>	17	52	8	1		<b>78</b>
<b>Trustee</b>		7				<b>7</b>
<b>Volunteer</b>		1			1	<b>2</b>
<b>Total</b>	<b>89</b>	<b>109</b>	<b>43</b>	<b>6</b>	<b>2</b>	<b>249</b>

**Figure 10: Number of Continuing Education Grants by Staff, 1998-2001**

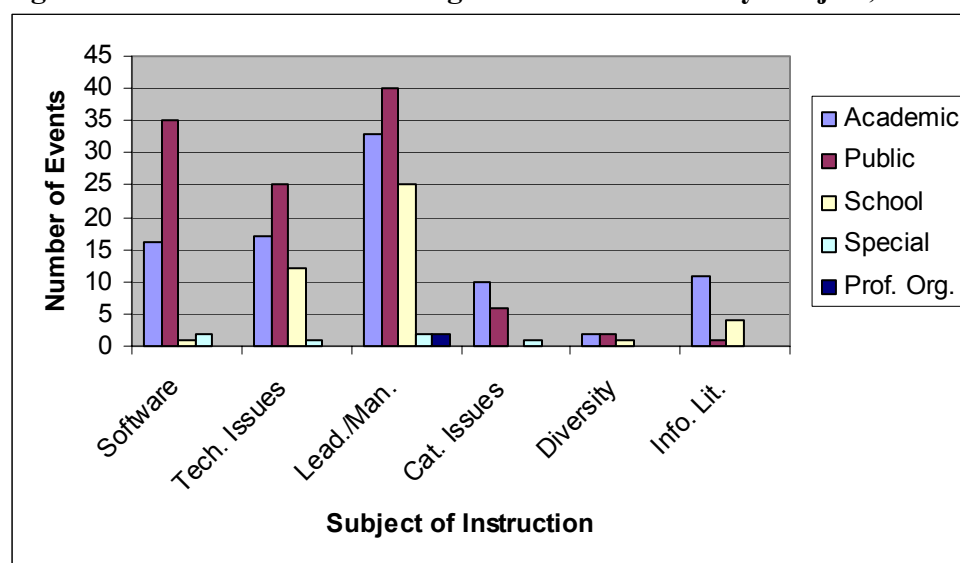


The content of instruction varied across six categories (see Table 22 and Figure 11). More than a third of the grantees (41%) attended events to discuss and learn about leadership or management issues or improve their leadership skills. Just over a fifth (22%) attended training events to learn about specific software packages, and another fifth (22%) attended events to learn about issues pertaining to technology planning and implementation. The remaining grantees attended events to learn about cataloging issues, diversity issues, or information literacy.

**Table 22: Continuing Education Grants by Subject and Library Type, 1998-2001**

	Academic	Public	School	Special	Prof. Org.	Total
<b>Software</b>	16	35	1	2		<b>54</b>
<b>Technology Issues</b>	17	25	12	1		<b>55</b>
<b>Leadership/Management</b>	33	40	25	2	2	<b>102</b>
<b>Cataloging Issues</b>	10	6		1		<b>17</b>
<b>Diversity</b>	2	2	1			<b>5</b>
<b>Information Literacy</b>	11	1	4			<b>16</b>
<b>Total</b>	<b>89</b>	<b>109</b>	<b>43</b>	<b>6</b>	<b>2</b>	<b>249</b>

**Figure 11: Number of Continuing Education Grants by Subject, 1998-2001**



## **Information Technology Literacy**

This project provides resources for meeting the demand for training and staff development in the area of technology, especially networking and client-server support, at the state and local level. Over the past two years, training was offered across introductory, intermediate, and advanced levels. Participants took part in training events organized and sponsored by the Washington State Library or took classes leading to skill certification.

### **Information Technology Workshops**

This project funds facilities rental and instructional expenses for a variety of workshops on such topics as Connectivity, Network Security, Web Technologies, and Intranet Technology, and Information Technology Infrastructure Management. Workshops were held throughout the state in Tacoma, Vancouver, Tri-Cities, Yakima, and Spokane. In 1999, over 325 professionals and technical staff attended these workshops.

### **MSCE certification**

In 1999, 63 library staff members from across the state participated in courses contributing to the Microsoft Systems Certified Engineer certificate such as:

- Administering NT
- Managing IIS
- Networking Essentials
- Administering SQL
- Programming Web Pages with Microsoft Visual InterDev

This project also funds expenses for the Library Information Technology Working Group. This group assists Washington State Library staff in identifying information technology issues, development of possible solutions, and areas of need for professional development and training in technology. Representatives are drawn from public, academic, and special libraries of all sizes.

In 2001, 173 people participated in workshops on learning how to use specific software packages (Crystal Reports, Dreamweaver, Flash 5, Macromedia UltraDev, Microsoft Access) or to learn more about principles of web design and digital imaging (see Table 23).

**Table 23: Software/Technology Workshop Participants by Library Type, 2001**

<b>Library Type</b>	<b>Number of Participants</b>
Academic	62
Public	94
School	1
Special	11
Other	5
Total	173

### **Electronic Reference Workshops**

This project provided specific training for librarians on utilizing web resources or other digital tools in performing general reference work. Eight workshops were offered in 1999, and due to demand another six workshops were offered in 2000. All workshops were filled to capacity; 158 people participated (see Table 24).

**Table 24: Electronic Reference Workshop Participants by Library Type, 2000**

<b>Library Type</b>	<b>Number of Participants</b>
Academic	28
Public	103
School	22
Special	5
Total	158

### **Reference Performance Training**

This project provides training opportunities in general reference work and management of reference services. A series of two-day seminars was conducted at various locations throughout the state. Statewide pre-assessment of reference performance was conducted to establish baseline data on the quality of reference services in the state, including the application of negotiation skills used by staff in conducting reference transactions. Statewide post-assessment will be utilized to examine the effects of training. The workshop series is being continued into fiscal year 2002. In 2001, 397 people participated in this training (see Table 25).

**Table 25: Reference Performance Training Participants by Library Type, 2001**

<b>Library Type</b>	<b>Number of Participants</b>
Academic	10
Public	369
School	1
Special	16
Other	1
Total	397

### **Information Literacy**

This collaborative project between the Washington State Library, the Information School of the University of Washington, and other libraries centers on the launch a statewide campaign to educate library staff and the public about the importance of information literacy skills for youth and adults, and of the role libraries play in assisting their patrons to gain these necessary skills. In 2001, 434 people participated in this training (see Table 26).

**Table 26: Information Literacy Workshop Participants by Library Type, 2001**

<b>Library Type</b>	<b>Number of Participants</b>
Academic	56
Public	151
School	217
Special	10
Other	0
Total	434

### **Serving Culturally Diverse Populations**

The project provides for a comprehensive training program aimed at educating library staff and trustees about serving culturally and ethnically diverse populations. The focus is on assessing community needs and developing outreach programs to cultural and ethnic populations. In 2001, 102 people participated in this training program.

### **Satellite Project**

The project enables the delivery of distance learning and training opportunities by providing satellite access in public libraries throughout the state. Installation of satellite dishes was made at 10 sites throughout the state, including remote locations on an island and an isolated small rural library. The island site supplies the only public source of distance education for the entire community. In 2001 alone, 429 people participated in educational events via satellite.